

**Western School Corporation**

**Russiaville, Indiana**

**October 10th, 2017**

Minutes of the regular meeting of the Western Board of School Trustees held on Tuesday, October 10th, 2017 at 6:00 pm.

Members Present: J. Conrad Maugans, Donna Shepherd, Linda Singer & Mike Koloszar

Don Wells arrived at 6:15pm

Members Absent: Harry Kenworthy & Scott Gaskins

Others Present: Suzie Reagle, Emily Nicholson, Ty Spangler, Pat Quillen, Renee Miller, Bart Miller, Tracy Horrell, Katie Sundheimer, Wendi Campbell, Randy McCracken, Tammy Johnson, Heather Hendrich, Pam Carter, Lissa Stranahan & Craig Shearer

Mr. Koloszar led with prayer and Mr Maugans led the Pledge of Allegiance prior to the official start of the meeting.

**Item #1 – Opening the Meeting:**

Mr. Maugans called the meeting to order at 6:03pm.

**Item #2 – Approval of the Agenda:**

Mr. McCracken requested that item #13 Middle School Special Ed aide be removed.

Mr. Koloszar made a motion to approve the agenda with the requested change. Mrs. Shepherd seconded the motion which passed 4-0.

**Item #3 – Approval of the Minutes:**

Mrs. Shepherd made a motion to approve the minutes of the Sept 19th, 2017 regular meeting and the Sept 25th, 2017 Budget Hearing/Special Meeting. Mr. Koloszar seconded the motion which passed 4-0.

**Item #4 – Opportunity for Public Comment:** No comments

Mr. Don Wells arrived – 6:15pm

**Item #5 – Panther Pride:**

Presentations for Employee & Student of the Month were made by Dr. Hendrich.

Employee of the Month: Emily Nicholson – October

Students of the Month: WPS: no nominees

WIS: Kylie Miller

WMS: Hunter Maiden

WHS: Sophie Norfleet

Patron Thank You presented by Mr. McCracken.

To prepare for the last home football game of the season, Ryan Berryman, Jimmy Watkins, Devon Eaker and Scott Sipes helped to re-stripe the field. Thank you from Mr. Larsh.

News from Athletics:

- Western received an Exemplary Report from the IHSAA regarding student, H Granfield at the Western girls Hoosier Conference Soccer game.
- Lady Panther Golf Team won Sectionals
- Men's Tennis Team won Sectionals

**Item #6 – Reports:**

- A. Director of Finance: Ms. Carter submitted the following report:

WESTERN SCHOOL CORPORATION  
TREASURER'S REPORT  
BOARD MEETING 10/10/2017

Bank Balance

FIRST FARMERS BANK AND TRUST

Checking Account Balance 09/01/17	\$8,047,939.39
Non-Revenue Receipts	808,609.94
MTD Revenue	1,765,331.13
Disbursements from Clearing Accounts	779,389.91
MTD Disbursements	<u>2,084,341.06</u>
Checking Account Balance 09/30/17	\$7,758,149.49
 Total Depository Balance 09/30/17	 \$7,758,149.49

Vendor Claims Submitted For Approval

#73523 -- 73536 of 09/20/17 - 09/30/17	\$803,326.91
#73537 -- 73691 of 10/01/17- 10/10/17	<u>\$314,631.14</u>
TOTAL:	\$1,117,958.05

Payroll Claims Submitted for Approval

#5 of 09/08/17	\$583,218.53
#6 of 09/22/17	<u>\$574,711.58</u>
TOTAL:	\$1,157,930.11

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Interest on Checking 01/01/17 to 09/30/17 \$54,313.96  
pc

Mr. Wells made a motion to approve the Treasurer's Report. Mrs. Shepherd seconded the motion which passed 5-0.

- B. Director of Technology: Mr. Shearer had nothing to report
- C. Director of Exceptional Learners and Testing: Mrs. Stranahan submitted the following report –

## WSC School Board Report

2017

*FROM THE OFFICE OF LISSA STRANAHAN, DIRECTOR OF EXCEPTIONAL LEARNERS AND TESTING*

### **October 2017 Board Meeting**

➤ ***Title Programs***

- Submitted the Title IV grant participation form to WVEC (a new grant)

➤ ***English Language Learners Program***

- Submitted the Annual Reports for the NESP and Title III Grants
- Provided the annual EL notification letters and Individual Learning Plans to the families of the EL students

➤ ***Special Education***

- Conducted an initial Crisis Prevention and Intervention training (full day) to nearly 50 educators in the special education cooperative
- Conducted 2 refresher Crisis Prevention and Intervention trainings (half days) for about 40 educators in the special education cooperative
- Supervised a college visit to IUPUI with a group of seniors to learn about the college admissions process and for a campus tour
- Met with Bona Vista Programs to learn about the Pre-Employment Transition Services program made available to qualified special education students for post-secondary transition

➤ ***High Ability***

- Conducted the Broad Based Planning Committee meeting

➤ ***Other***

- Attended the IDOE Regional Meeting held at WSC with Dr. McCormick

D. Assistant Superintendent Dr. Hendrich submitted the following report –

# School Board Report

## October 10, 2017

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From the Office of Dr. Heather Hendrich, Assistant Superintendent

- ☐ Attached you will find School Liaison Officer Report Data for the months of August-September
- ☐ We had five buses go through Semi-Annual bus inspection on September 25, 2017 and all passed with flying colors.
- ☐ Western was awarded the 2017-2018 Secured School Safety Grant in the amount of \$89,877.76. This will be used for the continuation of our School Liaison Officers, training for an additional officer to go through School Resource Officer training, continuation of GPS on buses, and door lock replacements.
- ☐ United Way Campaign took place from September 20-27<sup>th</sup>. Western's generosity with the campaign was amazing!

Dr. Hendrich also mentioned the increase in giving from 2016 to 2017 in regard to United Way

E. Superintendents Report: Mr. McCracken submitted the following report –

To: Members of the Western School Board  
 From: Randy McCracken  
 Re: Superintendent's Report  
 Date: October 3, 2017

1. ADM Update – Last month I reported that our ADM was 2657. Unfortunately that was not correct due to several students who had withdrawn being counted. Our actual ADM is 2629, which is lower than last year at this time. The truly unfortunate part is that we based our negotiation planning and pay raises on 2657 and now will receive \$161,487 less than anticipated. We have taken measures to make sure this doesn't happen in the future. It also may mean that we will want to push negotiations back until we know that all enrollment conflicts have been determined.
2. 2016-2017 Summative Evaluation Information (See Attached)
3. Teacher Shortage Survey Results by Dr. Terry McDaniel, ISU Professor (See Attached)
4. Planning
  - Staff Unity Activities
  - Mediation over Fieldhouse Light Issue
  - 2019-2020 School Calendar Committee
  - Miscellaneous Textbook Adoption – Assisting Stacey with her first adoption at Western

2016-2017 Evaluation Summary					
		Old Model		New Model with 4 for SLO	
Totals	HE	31	17.92%	147	82.58%
	E	141	81.50%	31	17.42%
	NI	1	0.58%	0	
	I	0		0	
		173		178	
2015-2016 Results	HE			53	32.32%
	E			111	67.68%
	NI			0	
	I			0	
				164	

## Report on Teacher Shortage for 2017-18

Thanks to all the superintendents who took their valuable time to complete the survey on teacher shortage for this fall. Thanks to you, we now have three years of data to compare. Before this data is shared with anyone else I wanted to share it with you.

This fall 141 districts responded, compared with 164 last year and 169 in Fall 2015

The breakdown of districts reporting was as follows:

### By Area:

	<u>2015</u>	<u>2016</u>	<u>2017</u>
North	34%	34%	32%
Central	20%	29%	28%
South	25%	23%	23%
East	10%	8%	8.5%
West	11%	5%	8.5%

### By Type

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Rural	75%	69%	69.5%
Suburban	15%	14%	17%
County-wide	3%	6%	4%

### Did you experience a teacher shortage?

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Yes	95%	92%	94%
No	5%	8%	6%

### Areas of Shortage

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Sp. Education	59% (95)	65% (106)	69% (97)
Science	63% (101)	60% (97)	57% (80)
Math	57% (92)	50% (82)	57% (80)
For. Lang.	36% (58)	34% (56)	40% (56)
English	34% (55)	41% (67)	30% (43)
Elem.	26% (42)	26% (43)	30% (43)
Fine Arts	20% (32)	17% (28)	16% (23)
Agriculture	19% (31)	15% (25)	13% (19)
FACS	12% (19)	21% (35)	17% (24)
Business		18% (30)	18% (26)
Social St.	9% (14)	5% (8)	6% (9)
PLTW	2% (3)	26% (42)	30% (42)
Other	7% (11)	13% (21)	13% (19)

**How many shortages did you experience? (% of Districts reporting)**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
1		9%	10%
2		23%	18%
3	24%	25%	23%
4	24%	21%	17%
5	9%	15%	17%
6 or more	16%	6%	15%

**Did you have to apply for emergency permits?**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Yes	79%	83%	88%
No	21%	17%	12%

**How many permits? (per district, counting only districts using permits)**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
1	23%	20%	21%
2	24%	34%	35%
3	10%	15%	19%
4	15%	16%	7%
5	5%	7%	10%
6 or more	5%	6%	13%

**Did you have to employ teachers outside their licensed area?**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Yes	38%	50%	49%
No	62%	50%	51%

**How many outside their licensed area? (% of Districts, counting only districts using these individuals outside licensed area )**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
1	37%	38%	17%
2	28%	35%	16%
3	22%	8%	4%
4	6%	10%	3%
5 or more	8%	9%	6%

**Are you using Full-time substitute teachers?**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Yes	22%	23%	23%
No	78%	77%	77%



**How many substitutes are you using? By district, counting only those districts using subs)**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
1	77%	61%	59%
2	11%	33%	19%
3	6%	0%	13%
4 or more	6%	6%	9%

**Have you implemented recruiting procedures?**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Yes	NA	47%	54%
No	NA	53%	46%

**Did you struggle to find qualified applicants?**

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Yes	NA	NA	92%
No	NA	NA	8%

**Comments from the 2017 survey:**

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Teachers are moving to other districts like no other time in my career. Some are leaving in the first week of school, one left today (9-21-17). The teacher shortage is creating districts taking teachers from each other to fill slots and lots of dominoes falling from that. Some have 15-20 years and moving.

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Secondary Special Education and Speech Language Pathology have been particularly challenging to fill.

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Teaching has been de-professionalized. Bright students don't want to pursue that kind of career.

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We are short one HS Spanish Teacher (67%). Having a difficult time getting apps for this position.

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Thanks for taking the time to compile this information

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We are finding that we get many candidates with experience who want to transfer to our school; but we can't afford to replace positions with experienced teachers (and still give raises). We are getting high numbers of applicants (40+) for admin positions, which seems that more young teachers are going this route and the market is saturated with those looking for entry level jobs.

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Pool of applicants is short in both quantity and quality. Talented individuals are not coming to the profession even though they desperately want to teach. It's just not worth the financial risk.

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Testing is keeping good teachers out of the professions

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There are fewer candidates, but there are good ones out there.

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Teacher shortages are increasing each year as well as a lack of ample pool of qualified applicants. In addition, we continue to hear that if Indiana does not begin to treat teachers and public education better, more of our younger teachers will be leaving also.

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Very serious situation. We cannot find qualified people for leaves and we are viewing currently employed teachers as our hiring pool not new graduates.

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Rural secondary schools are hit the worst.

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Competition from neighboring districts with more money is magnifying this problem for us.

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Indiana stinks for educators!

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Very few talented people want to go into teaching at this time due to the terrible pay situation that exists due to legislative action

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Where we once had 15 to 20 qualified applicants, we are now lucky to see ANY qualified candidates, and often are taking people with qualifications less than optimal.

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Two: points: public education continues to be blasted politically, the lack of pay increases does not allow a college student to repay loans and make a reasonable wage.

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Pool is shallow, quality pool is even more shallow.

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The candidate pool is horrible.

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High Ability License should have a qualifying test.

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We lose teachers because a teacher can leave us and go to another school and receive a pay raise of \$10,000 in Math, English, and Science

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Has become a major problem for us

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The number of licensed teachers by the State Government includes Life License teachers that no longer want or can teach.

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We are fortunate by virtue of geography; it takes more effort these days but we have mostly been able to fill except if there is a last minute resignation.

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Finding and hiring new teachers is beginning one of the more difficult tasks for rural districts. State licensing requirements hinder the number of available candidates. Rural communities do not have the housing, salary potential, and other

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Amenities as the larger communities making it more difficult to attract candidates.

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Big problem finding qualified teachers in all areas. Big problem having teachers recruited away from our district even after school has started. Very frustrating and will only get worse

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We are fortunate to have a strong reputation and healthy budget to attract good candidates

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We need to discuss the positives of being a teacher. salary benefits longevity.

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I could go on and on, but if folks are not truly passionate and willing to work for low pay to be just a number (test score) then we will NEVER attract and retain HQ people.

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We have found quality lacking in teachers coming to us from transition to teaching programs

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The challenge is real!

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This is strictly a financial situation. The loss of increment pay and the manner in which IEERB controls local contracts, teachers career earnings are never guaranteed to be financially rewarding for a professional career.

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The politicians/ legislators have created this issue.

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In the past we had 30+ applicants for elementary teaching positions. This summer we had some open elementary teaching positions and only had five or so applicants with several of those not being quality applicants.

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It's real even if people say it's not

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We were lucky to only have one on an emergency permit. Big shortage of applicants for chemistry, English, Special Ed, etc.

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We need the ability to pay teachers more, so we can compete with surrounding communities.

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We are paying new teachers more to get them onboard and upsetting loyal teachers that have been here.

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Shortage is REAL - especially for small, rural schools seeking quality candidates.

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The shortage of qualified teachers is at epic proportions. It will take decades to repair the damage that Mitch Daniels caused to public education in this state!

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Very bad for the future of education

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The limited compensation and negativity provided by legislature has severely hampered the teaching ranks.

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I have worked in small, rural, large, urban, and now, medium suburban districts. I see that suburban districts tend to get a more robust set of applicants than in other situations where I have served. Even so, the robustness is gone from almost every segment of the candidate pool except elementary. Numbers are smaller at elementary as well--because the overall pool of highly qualified people wanting to be teachers has declined in Indiana.

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Our foreign language shortage was in American Sign Language

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Salary is going to doom the profession

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Funding, when we are funded properly and can give a teacher the money they deserve out of college, the shortage will end. Teachers coming out of college having to live on food stamps is not a living they want to embark upon.

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It will continue.

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Regardless of what the morons who created this shortage in Indianapolis say there is a crisis right now in hiring qualified teachers.

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Not only are we having a harder time filling openings, we are experiencing more teacher turnover and an increase in amount of openings. This is due to the inability of granting raises to current experience staff for greater education and experience when they do get compensated for it when they hire on at a different district. The current law helps create and aggravate the problem.

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Terrible shortage of qualified candidates

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We typically hire from BSU since we are so close. This year we were only able to hire 2 of 7 teachers new to the profession. The other 5 were from surrounding districts.

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We only had 2 openings this year so we were fortunate. We were able to fill with licensed teachers. What is hard to express is that even when we are able to fill position, the number of options/choices is so much smaller than it used to be. We used to get dozens of applicants for each opening and now we often must choose from 1 or 2 candidates. The key to your survey is "qualified" candidates.

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We are beginning to lose teachers to private industry more than in the past. Even though we pay less than other schools, we have been able to hire teachers who want to come here; however, they leave us and leave education, not necessarily going to another school.

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Hiring a few remaining applicants was a concern due to lack of experience and/or basic knowledge. Neighboring districts are hiring our employees to fill their vacancies which creates issues with working relationships.

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The state's change in compensation has really hurt districts as has the licensing exam requirements

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Pay matters more to the new generation than ever before

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We receive applicants but the quality of applicant is often less than our desirable professional standard.

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Mr. McCracken also referenced the 5 Year Energy Savings Report – due to the length of the report; on file.

Mr. Wells made a motion to approve the Director reports & Presentations as submitted.

Mrs. Shepherd seconded the motion which passed 5-0.

**Item #7 – Approval of the Budget:**

Submitted for review & approval by Ms. Carter -

SCHOOL BOARD  
J. CONRAD MAUGANS - PRESIDENT  
MICHAEL J. KOLOSZAR - VICE PRESIDENT  
DONNA J. SHEPHERD - SECRETARY  
LINDA S. SINGER - MEMBER  
DONALD L. WELLS - MEMBER  
HARRY L. KENWORTHY - MEMBER  
SCOTT E. GASKINS - MEMBER



RANDY McCracken - SUPERINTENDENT  
HEATHER HENDRICH - ASSISTANT SUPERINTENDENT  
PAM CARTER - DIRECTOR OF FINANCE  
CRAIG SHEARER - DIRECTOR OF TECHNOLOGY  
LISSA STRANAHAN - DIRECTOR OF EXCEPTIONAL LEARNERS & TESTING

Memo to: Western School Board  
From: Randy McCracken  
Pam Carter  
Re: Adoption of 2018 budget  
Form 4, 4a, 4b  
Date: October 4, 2017

Attached are forms 4, 4a, and 4b. These are the final forms for the 2018 budget and reflect the adopted amount and the tax rate. We are requesting approval for the adoption of the 2018 budget.

attachments

pc

Due to the length of the document and signatures, documents kept on file.

Mrs. Singer made a motion to approve the Budget as presented. Mrs. Shepherd seconded the motion which passed 5-0.

**Item #8 – Resolutions for Approval:** Submitted for approval by Ms. Carter.

RESOLUTION TO TRANSFER APPROPRIATION  
BETWEEN CLASSIFICATIONS  
INTERMEDIATE SITE

**WHEREAS**, per 50 IAC9-1-13, a school corporation may expend money under a different classification than designated in their CPF as long as the expenditure is made in the same location and funds are available in another classification in that same location. The transfer shall be made by the school board in a regular public meeting.

**WHEREAS**, Pam Carter, the Director of Finance has requested a transfer of \$75.00 from Maintenance of Equipment to Land Acquisition. This transfer is necessary to allow for over expenditure in this account.

**BE IT HEREBY RESOLVED**, the Western School Board authorizes the transfer as requested.

Dated this 10th day of October, 2017.

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_____	_____
_____	_____
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RESOLUTION TO TRANSFER APPROPRIATION  
BETWEEN CLASSIFICATIONS  
MIDDLE SCHOOL SITE

**WHEREAS**, per 50 IAC9-1-13, a school corporation may expend money under a different classification than designated in their CPF as long as the expenditure is made in the same location and funds are available in another classification in that same location. The transfer shall be made by the school board in a regular public meeting.

**WHEREAS**, Pam Carter, the Director of Finance has requested a transfer of \$2,707.91 from Rental of Equipment. Of this transfer \$1,720.64 will go to Maintenance of Equipment and \$987.27 will go to Mobile or Fixed Equipment. These transfers are necessary to allow for over expenditures in these accounts.

**BE IT HEREBY RESOLVED**, the Western School Board authorizes the transfer as requested.

Dated this 10th day of October, 2017.

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_____	_____
_____	_____
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RESOLUTION TO TRANSFER APPROPRIATION  
BETWEEN CLASSIFICATIONS  
ADMINISTRATION SITE

**WHEREAS**, per 50 IAC9-1-13, a school corporation may expend money under a different classification than designated in their CPF as long as the expenditure is made in the same location and funds are available in another classification in that same location. The transfer shall be made by the school board in a regular public meeting.

**WHEREAS**, Pam Carter, the Director of Finance has requested a transfer of \$4,363.16 from Building Construction and Improvement and \$2,000.00 from Rental of Equipment. Of this transfer \$530.50 will go to Sports Facility and \$5,832.66 will go to Mobile or Fixed Equipment. These transfers are necessary to allow for over expenditures in these accounts.

**BE IT HEREBY RESOLVED**, the Western School Board authorizes the transfer as requested.

Dated this 10th day of October, 2017.

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Mrs. Shepherd made a motion to approve the Resolutions for approval. Mr. Wells seconded the motion which passed 5-0.

**Item #9 – Permission to Pursue Mediation: Possible litigation against Architect & Hiring Church, Church, Hittle +Antrim**

Submitted by Mr. McCracken:

To: Members of the Western School Board  
From: Randy McCracken  
Re: Request to Pursue Mediation with CSO Architects over Fieldhouse Lighting  
Date: October 3, 2017

I am requesting approval to hire Church, Church, Hittle, + Atrim to pursue mediation and possible Litigation against CSO Architects. The issue is in regard to the inadequate light level in the Fieldhouse, which is the result of a last minute change of light fixtures prior to bidding by Stair Associates, who were employed by CSO.



Mr. Wells made a motion to grant permission to pursue mediation and possible litigation against Architect and to hire Church, Church, Hittle & Antrim as requested. Mrs. Singer seconded the motion which passed 5-0.

**Item #10 – Acceptance of Donations:**

Submitted for approval by Mr. McCracken -

**September 17, 2017**

Dear Ms. Klingler, RD

I appreciate the information about the Western Buddy Bags program and have already contacted them about volunteering.

Unless something unforeseen happens, I intend to send monthly support for the lunch program. I'm so thankful someone started a help program for hungry children.

Enclosed please find my check to help with the lunch program.

Regards,

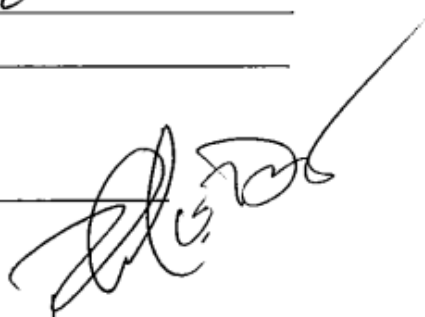
  
Sharon Marley

GIFTS, GRANTS, AND DONATIONS TO THE SCHOOL CORPORATION

Please complete the following information and submit to the Business Office.

Donor Mark & Susan Deckinga  
 Type of Gift or Donation PIANO  
 Purpose SCHOOL USE  
 Location WHS CHOIR ROOM  
 Estimated Value \$1000  
 Date Received 5/17

Autumn E. Smith  
 Recipient


GIFTS, GRANTS, AND DONATIONS TO THE SCHOOL CORPORATION

Please complete the following information and submit to the Business Office.

Donor Graves Steel Metal  
 Type of Gift or Donation 11 GAUGE STEEL AND 26 GAUGE STEEL METAL  
 Purpose USE IN MANUFACTURING CLASSES  
 Location WESTERN HIGH SCHOOL  
 Estimated Value 232.93  
 Date Received 9-20-17

Jacob A. Turner  
 Recipient

Jacob Turner

Mrs. Shepherd made a motion to approve the Acceptance of Donations as requested. Mr. Koloszar seconded the motion which passed 5-0.

**Item #11 – Surplus Property:**

Presented by Dr. Hendrich

SCHOOL BOARD  
J. CONRAD MAUGANS - PRESIDENT  
MICHAEL J. KOLOSZAR - VICE PRESIDENT  
DONNA J. SHEPHERD - SECRETARY  
LINDA S. SINGER - MEMBER  
DONALD L. WELLS - MEMBER  
HARRY L. KENWORTHY - MEMBER  
SCOTT E. GASKINS - MEMBER



RANDY McCracken - SUPERINTENDENT  
HEATHER HENDRICH - ASSISTANT SUPERINTENDENT  
PAM CARTER - DIRECTOR OF FINANCE  
CRAIG SHEARER - DIRECTOR OF TECHNOLOGY  
LISSA STRANAHAN - DIRECTOR OF EXCEPTIONAL LEARNERS & TESTING

September 15, 2017

To: Western School Corporation Board Members

From: Dr. Heather Hendrich, Assistant Superintendent *HH*

Re: Surplus Property

The purpose of this letter is to request your approval for the following items belonging to Western School Corporation be declared as surplus:

- Football Scoreboard

*I recommend approval.*  
*Randy McCracken*

Mrs. Shepherd requested that the "Home of the Panthers" be kept & not sold with the scoreboard. Dr. Hendrich advised that it had already been removed.

Mr. Koloszar made a motion to accept the item presented as surplus property. Mr. Wells seconded the motion which passed 5-0.

**Item #12 – NEOLA:**

First read of policy 7434 – Use of Tobacco, Drugs and Alcohol by Visitors

**#13-Personnel:**

Mr. McCracken recommends the following personnel items –

Support Staff Packet Insurance Revision

To: Members of the Western School Board  
From: Randy McCracken  
Re: 2017-2018 Support Staff Packet Insurance Revision  
Date: September 27, 2017

I would like to recommend the following changes to the 2017-2018 Support Staff Packet. Affordable Care and Grandfathered employees previously were not eligible for the Health Savings Account contribution and dental coverage at the employee's expense.

**Affordable Care Insurance (Effective September 1, 2013)**

Full-time employees, who work 30+ hours/week or 130+ hours/month but less than 220 days per calendar year or 220 – 260 day employees who work less than 7.5 hours per day but 30 or more hours/week or 130 or more hours in a month will receive a contribution of \$4,125 per year toward affordable and adequate single medical coverage. The \$4,125 Board contribution may be used toward single or family coverage. The Board will contribute Seven Hundred and Fifty Dollars (\$750) to Each Plan A Member's Health Savings Account.

**Note:** Employees who receive Affordable Care Insurance ~~do not receive the \$750 HSA Contribution and may purchase are not eligible for the Corporation's dental, vision (for \$1.00), life, and or LTD (for \$1.00) insurances at the employees' expense.~~

**GRANDFATHERED EMPLOYEES:** 180-219 day employees enrolled in either the school corporation's family or single medical insurance plan A prior to August 1, 2004 may continue to remain in the medical plan and the board will contribute the following amounts:

Family Contribution = \$6,020.00  
Single Contribution = \$2,580.00

**Note:** Grandfathered Employees: The Board will contribute Seven Hundred and Fifty Dollars (\$750) to Each Plan A Member's Health Savings Account. ~~do not receive the \$750 HSA Contribution~~ but Grandfathered Employees are eligible for the Corporation's dental, vision (for \$1.00), life, and or LTD (for \$1.00) insurances at the employees' expenses.

Recommendation – Tim Ladwig, 2016-17 Pay

To: Members of the Western School Board  
From: Randy McCracken  
Re: Tim Ladwig's 2016-2017 Pay  
Date: October 5, 2017

When Tim Ladwig was hired at the start of the 2016-2017 school year, it was inadvertently missed that Mr. Ladwig had received his Master's Degree in May of 2016. As a result, Mr. Ladwig was paid as having a Bachelor's Degree and not a master's Degree. I am recommending that we pay Mr. Ladwig \$1,303.00, the difference between a Master's Degree and a Bachelor's Degree on the 2016-2017 salary scale in one lump sum payment on October 20, 2017.

Recommendation – Lori Larimore, Secretary to the Director of Food Service, WSC

Recommendation – Paul Grant, Bus Driver, WSC

Recommendation – Jet Sunheimer, Extension of Temporary Teaching Days, WMS

Recommendation – Nicole Rodman, Maternity Leave, WHS

Recommendation – Jenna Maple, Maternity Leave, WPS/WIS

Recommendation – Sherry Riley, Life Skills Homebound Instruction, WHS

Recommendation – Carrie Worland, Homebound Instruction, WIS

Recommendation – ECA Staff Assignments

- Sarah Bourff, Speech & Debate Coach, WHS
- Jessica Rush, NHS Sponsor, WHS
- Autumn Smith, Assistant Choir Director, WHS

Resignation – ECA Assignments

- Jessica Coble, NHS Sponsor, WHS
- Ashlee Shoaff, Debate Team Advisor, WHS

Recommendation – Coaching Resignation/Recommendations

Resignation – Bobbi Hillis, Boys Assistant Swim Coach

Recommendation – Deb Andrews, Boys Assistant Swim Coach

Recommendation – Brian Tonsoni, Varsity Boys Basketball Assistant Coach

Recommendation - Greg Unger, J V Boys Basketball Coach

Recommendation – Austin Weaver, 9<sup>th</sup> grade Boys Basketball Coach

Recommendation – Dwight Singer, 9<sup>th</sup> grade Boys Basketball Coach Volunteer

Recommendation – Brad Eller, 8<sup>th</sup> grade Boys Basketball Coach

Recommendation – Gabe Harp, 8<sup>th</sup> grade Boys Basketball Assistant Coach

Recommendation – Brett Thurston, 7<sup>th</sup> grade Boys Basketball Coach

Recommendation – Steve Calloway, 7<sup>th</sup> grade Boys Basketball Volunteer Coach

Recommendation – Trevor Young, WHS Wrestling Assistant Coach

Recommendation – Dan Pleak, Wrestling Coach Volunteer

Recommendation – Brett Shepherd, Wrestling Coach Volunteer

Recommendation – Tommy Skinner, Wrestling Coach Volunteer

Recommendation – Ted Brown, Varsity Girls Assistant Swim Coach

Recommendation – Bobbi Hillis, Diving Coach

Recommendation – Kelly Myers, Gymnastics Assistant Coach

Resignation – Sean Kirschkessner, Bus Driver, WSC

Resignation – Jordanna Turner, Lifeskills Paraprofessional, WIS (Nicholson)

Resignation – Julie Carter, Title I Aide, WPS

Retirement – Karen Foster, 1<sup>st</sup> Grade Teacher, WPS

Mr. McCracken recognized Mrs. Foster for long service and thanked her for her work.

Mr. Wells made a motion to approve the Personnel items as presented. Mrs. Shepherd seconded the motion which passed 4-0 with 1 abstention.

#### **Item #14 – Professional Improvement Requests:**

The list of Professional Improvement Request in board packet on file.

Mrs. Shepherd made a motion to approve Professional Improvement Requests as submitted. Mr. Koloszar seconded the motion which passed 5-0.

#### **Item #15 – Board Member Roundtable:**

Mrs. Shepherd - Congratulations to all the teams – Good Luck at Regionals. Glad she attended the School Board Conference and thankful negotiations are over.

Mrs. Singer – Thanked Mr. McCracken for having the Board Retreat here at Western. The information on the Professional Development provided for the middle & high school was appreciated. She also appreciated the opportunity to attend the Board Conference.

Mr. Maugans – Also mentioned going to the Board Conference. He attended a couple of noteworthy sessions. First, Cyber Security – appreciated Craig & all that he does to keep us electronically safe. Second, mentioned a school that was implementing a Work Ethics Certification. Students complete 6 hours of community service, maintain at least a 2.0 GPA, 98% attendance, have teacher recommendations (3), never late or tardy can apply. The program prepares them for the working world. They enter into an agreement with businesses in the community to provide an interview for the candidates upon searching for a job.

Mr. Koloszar – Apologized for lack of prayer flow. The intention was there.

Mr. Wells – Career Center similar to Mr. Maugans comments regarding the Work Ethics Certification – overwhelming success.

**Item #16 – Signing of Documents:**

**Item #17 – Adjournment:**

The meeting was adjourned at 6:40pm.